

CENTER SCENE



The Bureau of Land Management Service Center Newsletter

May 1991

Protecting Resource Values

The Service Center recently received a request from the Arizona State Office to develop a plan to conduct a water rights quantification project for the Virgin River and Beaver Dam Wash. Beaver Dam Wash flows south out of Utah through approximately 8 miles of the northwest corner of Arizona, along 1-1/4 miles of public land.

Several nearby towns are looking to develop Beaver Dam Wash groundwater as a source to support current and anticipated municipal growth. The Arizona Strip District has protested numerous Notices of Intent to Drill a Well in the area and, in 1989, filed an instream flow water rights application with the Arizona Department of Water Resources (ADWR) for a 1/4-mile segment of Beaver Dam Wash.



Co-op student Steve Swanson will gather instream flow data for Beaver Dam Wash.

Flows were requested to support the following multiple-use values:

Fisheries—Beaver Dam Wash and Virgin River are habitat for two endangered species: the woundfin minnow and Virgin River roundtail chub.

Wildlife—Flows in Beaver Dam Wash provide drinking water and support critical habitat for a variety of wildlife, including the spiny soft-shelled turtle, bullfrogs, beavers, blue herons, and two State-candidate species, the common black hawk, and the belted kingfisher.

Riparian Vegetation—Beaver Dam Wash streamflow supports an

outstanding cottonwood-willow overstory and carex-juncus (grass) understory riparian community.

Recreation—The riparian area of Beaver Dam Wash on public lands near the Virgin River has been proposed as a cottonwood-wetland demonstration and recreational area with interpretive trails for educational purposes. This segment is one of the few public access points for recreational float boating, wading, bird watching, picnicking, and other greenbelt associated activities.

The water rights quantification project will provide a clear understanding of the water resource conditions required to support resource values and management objectives along Beaver Dam Wash and will develop recommendations for protecting these resources. Specifically, this assessment will quantify instream flow needs in support of the water rights claim to ADWR for the resource values described above.

Several individuals from the Division of Resource Services (SC-210) will be involved in various aspects of the project. Dan Muller, Chief, Section of Soil, Water, and Air will be Project Leader. Jim Fogg, hydrologist, and Paul Summers, geologist, will provide technical assistance in hydrologic and geologic literature review, oversee the collection of the data, and assist in the preparation of the interim and final reports. Phil Dittberner, plant ecologist, will be involved in the assessment of vegetation critical to wildlife and recreational values. Steve Swanson, co-op student, will be involved in actually collecting the data and doing data reduction and analysis. The Interim Report for the project will be submitted by September 1991.

Federally Employed Women
22nd National Training Conference
July 15-19, 1991
Currihan Hall, Denver, CO

Appreciate Your Peers

May 6-12, 1991, is Public Service Recognition Week—an opportunity to recognize the millions of people who work for Federal, State, and local governments nationwide.

Government employees support their communities in many ways. In addition to providing professional expertise, many volunteer their time and resources to a wide variety of local community activities and organizations. At the Service Center, we have employees who volunteer as scout leaders, tutors, 4-H leaders, counselors, coaches, and accountants for churches, hospitals, schools, historical societies, homeowners' associations, clubs, and special projects.

Take advantage of this opportunity to recognize your coworkers for their contributions.

Total Quality Guinea Pigs

Part I

The Division of Personnel was recently volunteered to be guinea pigs for a training course taught by Nancy Curren of the Colorado State Office. The course was on Total Quality Management (TQM), and was being developed for use at the Management & Leadership Workshop.

Nancy gave a brief overview and described the assumptions of TQM:

- employees want to do the best job they can
- problems are usually in the system
- people are the strength of the organization

TQM does not focus on individual performance, but rather on:

- learning about the processes and making changes that are in the best interests of the team effort
- allowing those who actually do the work to be included in the process and to participate in the planning
- communicating with everyone involved in the process

continued

Total Quality *continued*

Nancy stressed that TQM principles do not need to be taught or implemented all at once. Organizations, especially in government, sometimes feel overwhelmed by the whole picture of TQM. And while there may be some aspects of TQM that cannot be implemented (such as doing away with individual performance appraisals), there are valuable TQM strategies that any organization can use to improve the quality of its work. One such strategy is *process improvement*.

To illustrate *process improvement*, "volunteers" were chosen from the audience to work an assembly line of ping pong balls. They were each given one-on-one job training, and were impressed with the importance of their function to the overall success of ping pong ball manufacturing. Each would need to concentrate and was asked not to distract the others with conversation.

As the assembly line got moving, it was evident that something was dreadfully wrong—the ping pong balls were constantly being rejected by the customer. So a meeting was called, and the assembly line workers were able to ask questions, understand the functions of others on the line, and most importantly, come to understand the needs of the customer. With this information they were able to streamline production and produce acceptable ping pong balls 100 percent of the time.

See next month's issue of Center Scene for Part II of this story.

Personnel News

New Employees:

Kelly Keating, Library Aid, SC-320
Georgia Griese, Secretary, SC-325
Babette Larson, Secretary, SC-610
Christina Slowik, Pers. Clerk, SC-630
Cynthia Steinheimer, Pos. Class. Spec.
SC-630

Debora Farley, Proc. Clerk, SC-650

Separations:

Patti Archuleta, Clerk Typist, SC-630

The Federal Cup

5K Road Race, 5K Racewalk, 8:15 a.m.
1-Mile Kids' Fun Run, 9 a.m.
Saturday, May 18, 1991
Bicentennial Park (south of Bldg. 40)
Denver Federal Center

Wild Goose Chase



If you have passed by the northeast corner of Building 50 lately, you have likely been chased by one wild goose!

Once again it is nesting season for the Canada geese at the Federal Center. These geese typically pair for life, and will nest in the same general area each

year if they are successful. Incubation takes about 28 days, and during that time, the gander boldly defends the nest.

The Building 50 gander can be quite aggressive in his defense. Jim Turner, SC-671, can see the nest outside his window. "I've seen quite a few people running from him; some have even jumped off the concrete ledge to get away from him," says Jim.

The gander has been known to hiss and charge, and even fly at people's faces. According to SC Wildlife Biologist Ray Boyd, these are typical behaviors exhibited by geese when they feel their nest is threatened. The gander may also twist his neck and spread his wings. Ray says, "If he starts hissing, the best thing you can do is back off. Those geese can really hurt you — they can bite pretty hard."

So be on the lookout—you could be part of a wild goose chase very soon!

A Cowboy Named Charlie

by John N. Baker

Charlie came to the Service Center from Nevada a buckin and bawlin
He soon settled down, but really never quit his squallin.

He was to be the wild horse and burro specialist,
To straighten out this mess, was his quest.

He had many innovative ideas, to improve the situation,
And promptly started to implement each new suggestion.

When Charlie started studying the rangeland dilemma stochastic,
He soon decided the only answer was management that is holistic.

He began explaining this philosophy to all who were listening,
And even if you did not listen, he kept on expounding.

When we got all tangled up in modernization, he started to shout,
This here is not what I signed up for and I want out.

It is impossible to hit this ever moving, grandiose Target,
With fictitious, unreasonable deadlines which can never be met.

Editor's Note: This poem was written for Charlie Boyer who recently left the SC. John Baker, Chief, Division of Resource Services, is known by many for his poetry and his humor.

After all, he was just interested in managing wild burros and horses,
And what happened to our mission of managing lands and its resources?

Charlie approached each new SC Director with a request for transfer,
But as time went on, he never got a satisfactory answer.

He finally decided the only solution that will be satisfactory,
Is one that is accomplished by no one else but me.

So he will no longer be a wild horse and burro specialist,
But rather is to be a dad burn Southern Oregon environmentalist.

We wish him the very best in his new endeavor,
Straightening out those foresters, or whatever.

We wish you happiness and the very best,
And in all your pursuits, may God surely bless.

At the daily coffee seminar, when we lack any comedy,
We will remember all the good times, with a cowboy named Charlie.